

# PEP SURVEY RATING EXPLANATION

- RATINGS OF 1 - 5 CONSISTENT WITH OSHA PEP RATING SYSTEM
- DEFINITIONS
  - Level 1: No program or ineffective program
  - Level 2: Developmental program
  - Level 3: Basic program. Represents minimal acceptable compliance level for OSHA for a safe and healthful workplace.
  - Level 4: Superior program. Represents safety and health programs that have a planned strategy for continuous improvement and a goal of achieving an outstanding program level.
  - Level 5: Outstanding program. Represents safety and health programs that are comprehensive and are successful in reducing workplaces hazards.

# PEP SURVEY RATING EXPLANATION

- MANAGER'S SURVEY

- Measures the intended level of implementation of the safety program
- Each level on survey (Level 3, 4, or 5) provides a “roadmap” of the content of a safety program for a basic, superior, or outstanding program
- A rating of 3 or less on the Contractor Safety element shown in the data scoreboard should require discussions with contractor management to identify and resolve issues

- EMPLOYEE'S SURVEY

- Measures the actual level of implementation of the safety program in the workplace
- A “gap” of one integer or more on the Employee-Manager data plot indicates a communication problem between management and employees for the element in which the “gap” occurs

## **EMPLOYEE – MANAGEMENT PLOTS**

A plot of the scores for each of the fourteen elements are shown for:

1. Employees
2. Managers
3. Overall Center

The employee and manager plots should be compared to determine consistency between the employee and manager view of their safety program. A score deviation greater than one integer indicates a communication problem between management and employees for the element in which the deviation occurs.

The overall center average is provided to allow the organization to determine how they compare to their center.

“Check” and the average score are used to flag any data point on the employee plot that is less than 3.0.

## **MORT ANALYSIS LEGEND**

Number inside the circle or hexagonal corresponds to the question number on the survey.

Number below the circle or hexagonal is the average of all responses to that question.

Questions with average response scores less than 3.0 are flagged (colored) and designated “Check”.

Red flag (Hexagonal) – OSHA related issue

Blue flag (Circle) – NASA related issue

## **GET WELL PLAN**

The Get Well Plan should be used in conjunction with the MORT Chart. Any question flagged on the MORT Chart as having an average response score less than 3.0 will result in a corresponding corrective action recommendation in the Get Well Plan. These recommendations were derived from the source documents used to develop the survey and are intended to guide the organization in developing a plan to improve weak areas in their safety program.

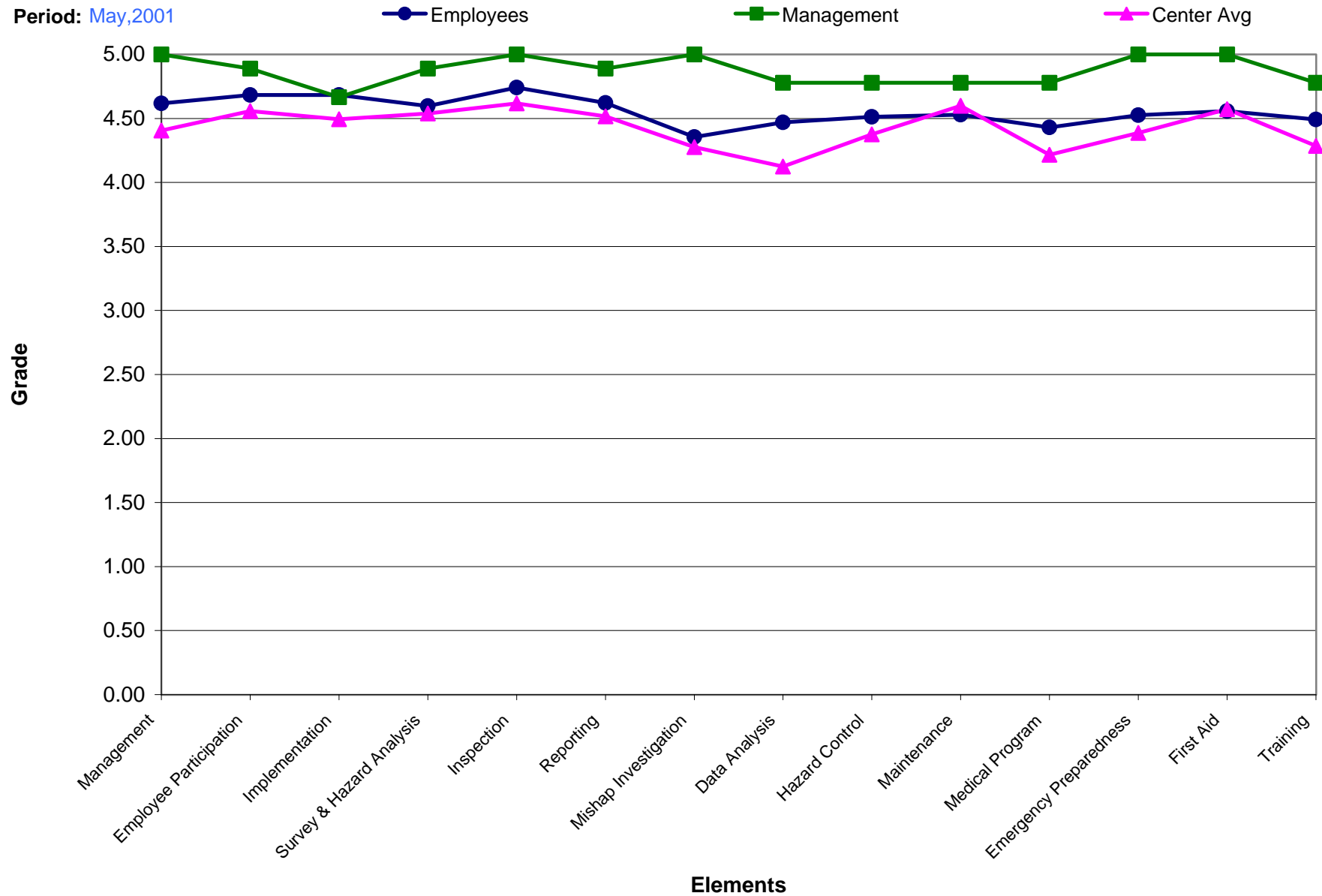
# Occupational Safety Employee - Management for Marshall Space Flight Center

Nasa Organization: Customer and Employee Relations Office

Organization: Rolled up to Nasa Organization Level

Division: Rolled up to Nasa Organization Level

Period: May,2001





# Occupational Safety Performance Evaluation Profile (PEP) Scoreboard for Employees

Marshall Space Flight Center

**Supported Nasa Organization:** Customer and Employee Relations Office

**For Period**


May, 2001

**Organization:** Rolled up to NASA Organization Level.



**PEP Score  
for  
Employees**

May,2001



PEP Score  
for  
Employees

|                       | Management Leadership and Employee participation |                        |                      |                   | Worksite Hazard Analysis   |            |           |                              |               | Hazard Prevention and Control |             |                 |                        |           | Safety Health Training |
|-----------------------|--|------------------------|----------------------|-------------------|----------------------------|------------|-----------|------------------------------|---------------|-------------------------------|-------------|-----------------|------------------------|-----------|------------------------|
|                       | Management Leadership and Employee participation |                        |                      |                   | Workplace Analysis         |            |           | Accident and Record Analysis |               | Hazard Prevention and Control |             |                 | Emergency Response     |           | Safety Health Training |
|                       | Management Leadership                            | Employee Participation | Implementation Tools | Contractor Safety | Survey and Hazard Analysis | Inspection | Reporting | Accident Investigation       | Data Analysis | Hazard Control                | Maintenance | Medical Program | Emergency Preparedness | First Aid | Training               |
|                       |  |                        |                      |                   |                            |            |           |                              |               |                               |             |                 |                        |           |                        |
| Customer and Employee | 4.6  | 4.7                    | 4.7                  |                   | 4.6                        | 4.7        | 4.6       | 4.4                          | 4.5           | 4.5                           | 4.5         | 4.4             | 4.5                    | 4.6       | 4.5                    |
| 15 Element Avg.       | 4.6  | 4.7                    | 4.7                  |                   | 4.6                        | 4.7        | 4.6       | 4.4                          | 4.5           | 4.5                           | 4.5         | 4.4             | 4.5                    | 4.6       | 4.5                    |
| 6 Element Avg.        |  |                        |                      | 4.7               |                            |            |           | 4.6                          | 4.4           |                               |             |                 | 4.5                    | 4.5       | 4.5                    |
| 4 Element Avg.        |  |                        |                      | 4.7               |                            |            |           |                              | 4.5           |                               |             |                 |                        | 4.5       | 4.5                    |
| Overall Score         | 4.6  |                        |                      |                   |                            |            |           |                              |               |                               |             |                 |                        |           |                        |



## Occupational Safety Performance Evaluation Profile (PEP) Scoreboard for Management

Marshall Space Flight Center

**Supported Nasa Organization:** Customer and Employee Relations Office

**For Period**


May, 2001

**Organization:** Rolled up to NASA Organization Level.



**PEP Score  
for  
Management**

May,2001



PEP Score  
for  
Management

|                       | Management Leadership and Employee participation |                        |                      |                   | Worksite Hazard Analysis   |            |           |                              |               | Hazard Prevention and Control |             |                 |                        |           | Safety Health Training |  |
|-----------------------|--|------------------------|----------------------|-------------------|----------------------------|------------|-----------|------------------------------|---------------|-------------------------------|-------------|-----------------|------------------------|-----------|------------------------|--|
|                       | Management Leadership and Employee participation |                        |                      |                   | Workplace Analysis         |            |           | Accident and Record Analysis |               | Hazard Prevention and Control |             |                 | Emergency Response     |           | Safety Health Training |  |
|                       | Management Leadership                            | Employee Participation | Implementation Tools | Contractor Safety | Survey and Hazard Analysis | Inspection | Reporting | Accident Investigation       | Data Analysis | Hazard Control                | Maintenance | Medical Program | Emergency Preparedness | First Aid | Training               |  |
| Customer and Employee | 5.0  | 4.9                    | 4.7                  | 4.7               | 4.9                        | 5.0        | 4.9       | 5.0                          | 4.8           | 4.8                           | 4.8         | 4.8             | 5.0                    | 5.0       | 4.8                    |  |
| 15 Element Avg.       | 5.0  | 4.9                    | 4.7                  | 4.7               | 4.9                        | 5.0        | 4.9       | 5.0                          | 4.8           | 4.8                           | 4.8         | 4.8             | 5.0                    | 5.0       | 4.8                    |  |
| 6 Element Avg.        |  |                        |                      | 4.8               |                            |            | 4.9       |                              | 4.9           |                               |             | 4.8             |                        | 5.0       | 4.8                    |  |
| 4 Element Avg.        |  |                        |                      | 4.8               |                            |            |           |                              | 4.9           |                               |             |                 |                        | 4.9       | 4.8                    |  |
| Overall Score         | 4.9  |                        |                      |                   |                            |            |           |                              |               |                               |             |                 |                        |           |                        |  |





# Occupational Safety PEP MORT Chart

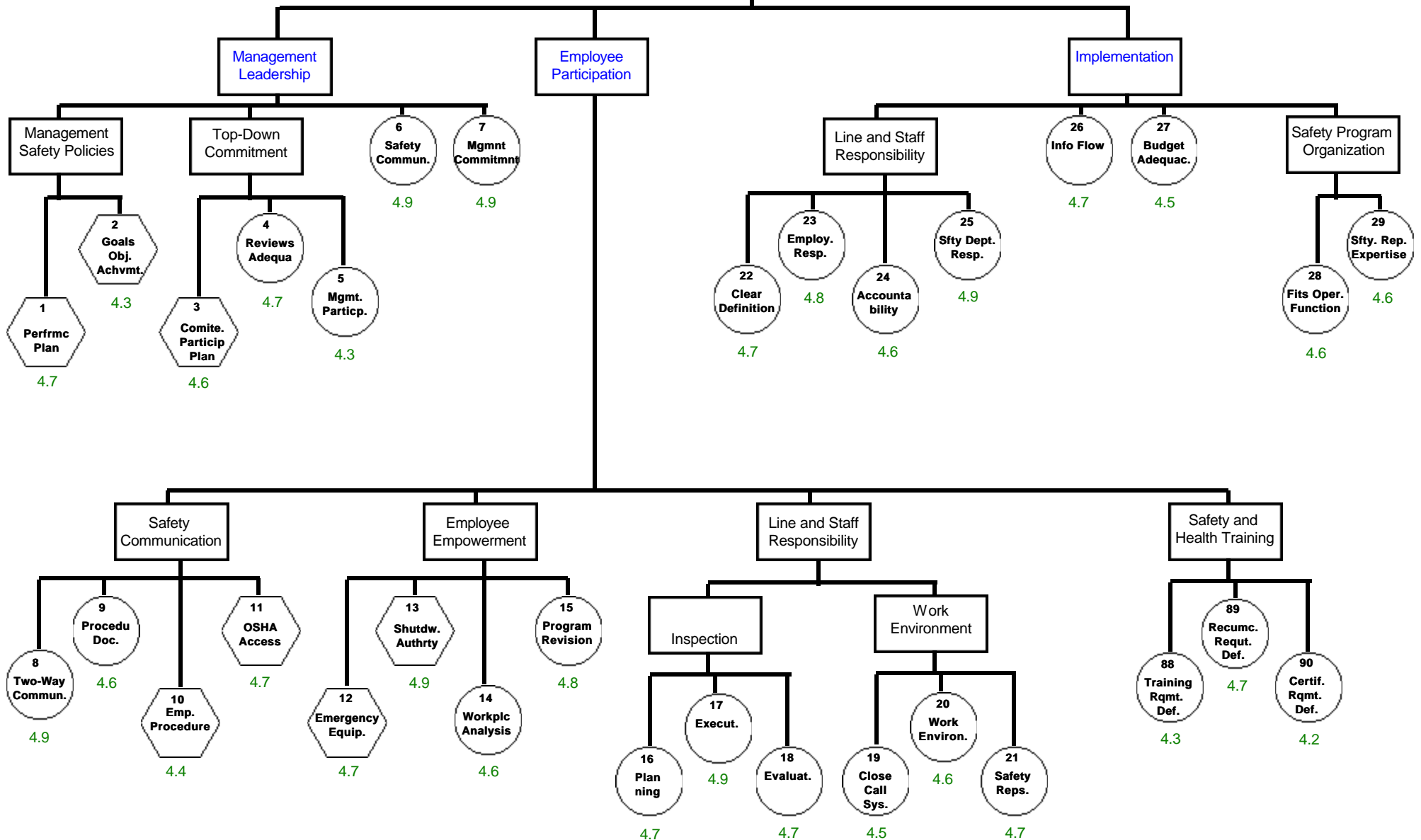


Supported Nasa Organization: Customer and Employee Relations Office  
Customer and Employee Relations Office

## Management Leadership

Organization: Rolled up to NASA Organization Level.

○ OSHA Question      ○ NASA Question  
▨ OSHA Question rated below 3.9      ▨ NASA Question rated below 3.9





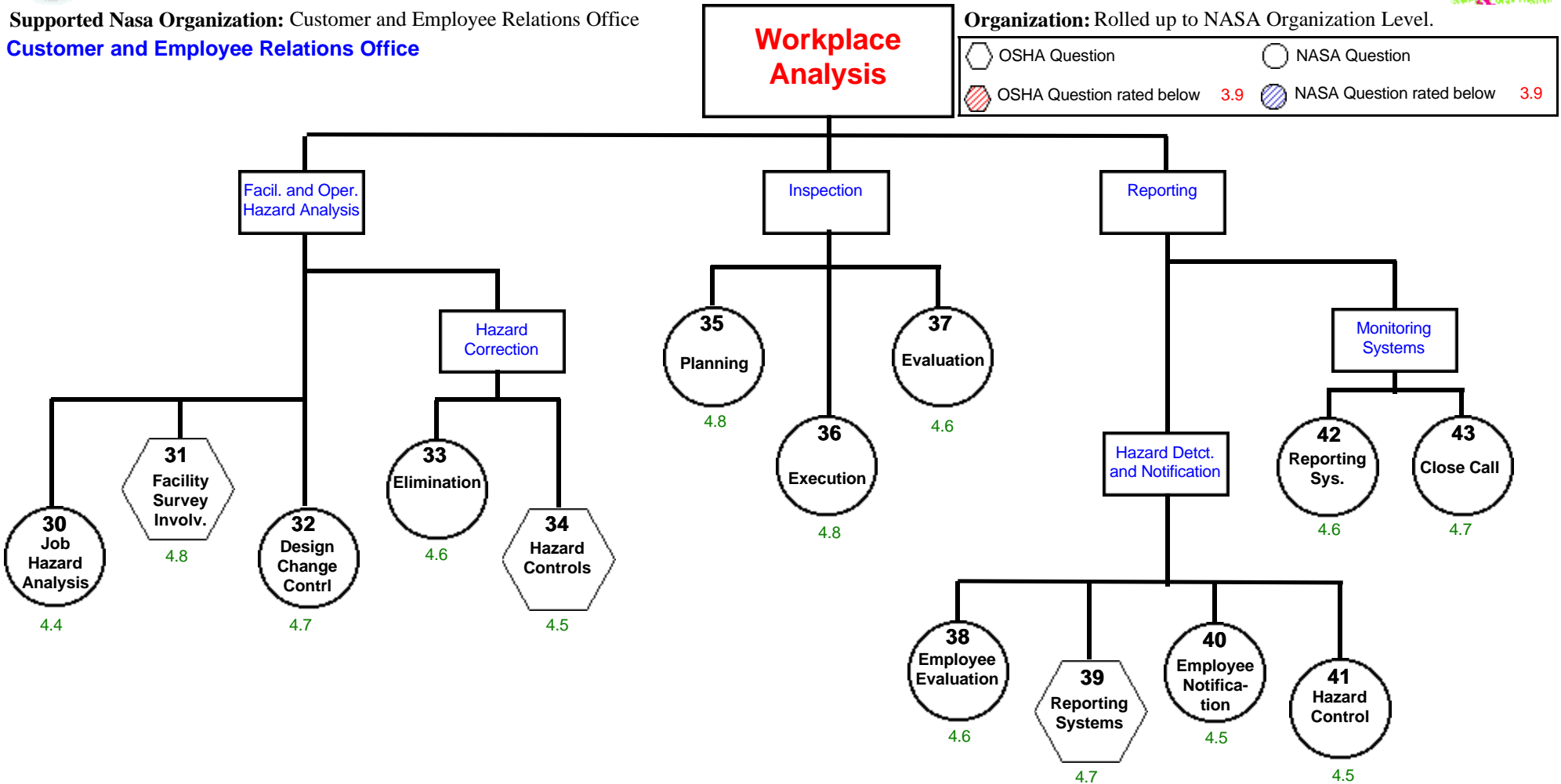
For Period May, 2001  
Marshall Space Flight Center

# Occupational Safety PEP MORT Chart



Supported Nasa Organization: Customer and Employee Relations Office  
Customer and Employee Relations Office

Organization: Rolled up to NASA Organization Level.





For Period May, 2001  
Marshall Space Flight Center

# Occupational Safety PEP MORT Chart

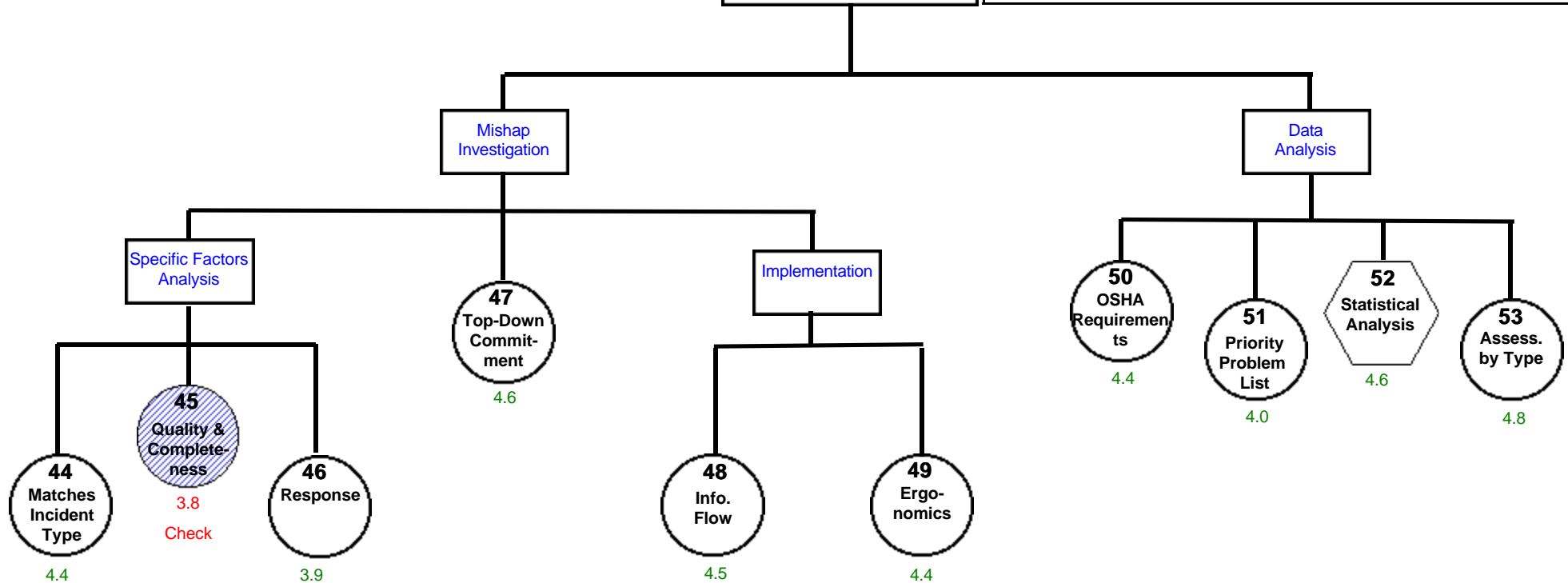


Supported Nasa Organization: Customer and Employee Relations Office  
Customer and Employee Relations Office

## Mishap and Record Analysis

Organization: Rolled up to NASA Organization Level.

○ OSHA Question      ○ NASA Question  
▨ OSHA Question rated below 3.9      ▨ NASA Question rated below 3.9





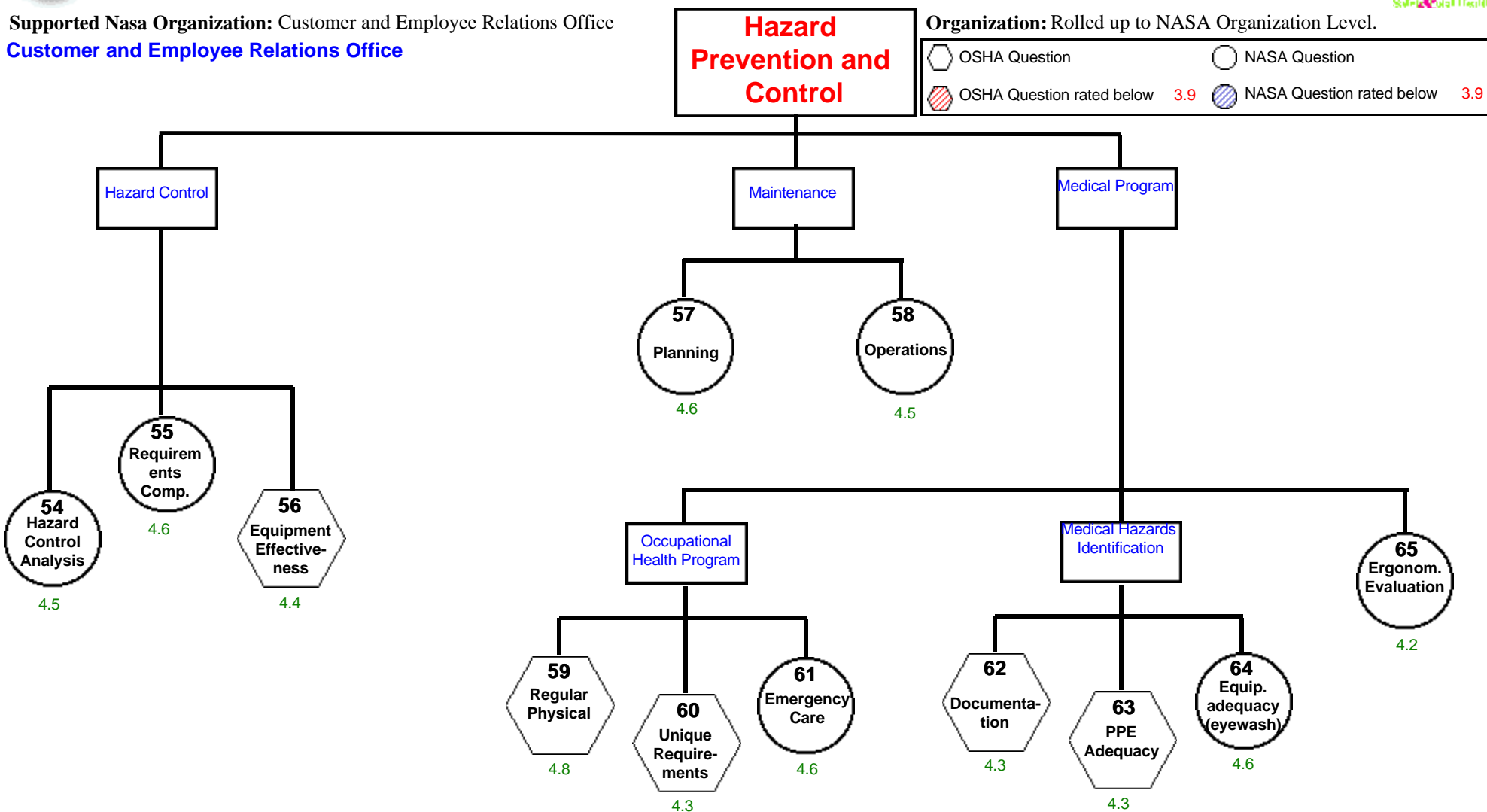
For Period May, 2001  
Marshall Space Flight Center

# Occupational Safety PEP MORT Chart



Supported Nasa Organization: Customer and Employee Relations Office  
Customer and Employee Relations Office

Organization: Rolled up to NASA Organization Level.





For Period May, 2001  
Marshall Space Flight Center

# Occupational Safety PEP MORT Chart

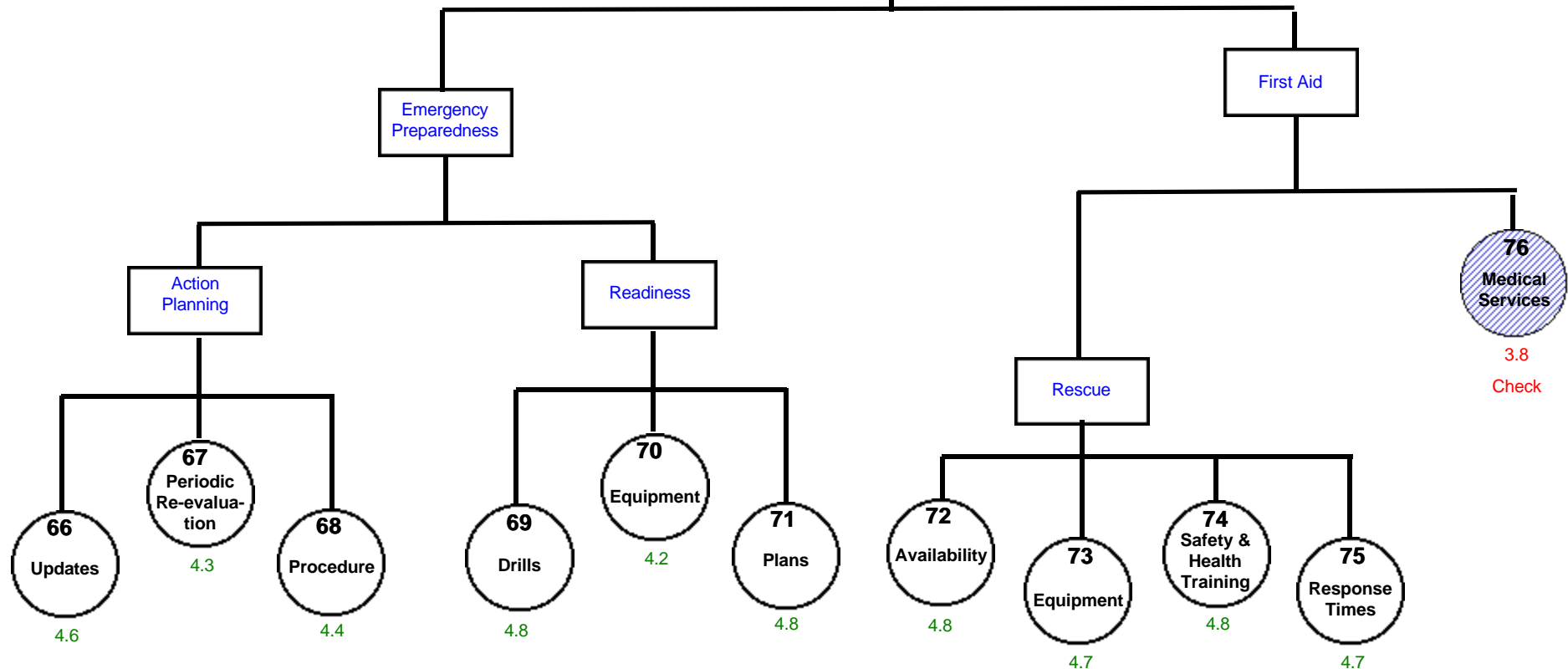


Supported Nasa Organization: Customer and Employee Relations Office  
Customer and Employee Relations Office

## Emergency Response

Organization: Rolled up to NASA Organization Level.

|                               |                               |
|-------------------------------|-------------------------------|
| OSHA Question                 | NASA Question                 |
| OSHA Question rated below 3.9 | NASA Question rated below 3.9 |





For Period May, 2001  
Marshall Space Flight Center

# Occupational Safety PEP MORT Chart

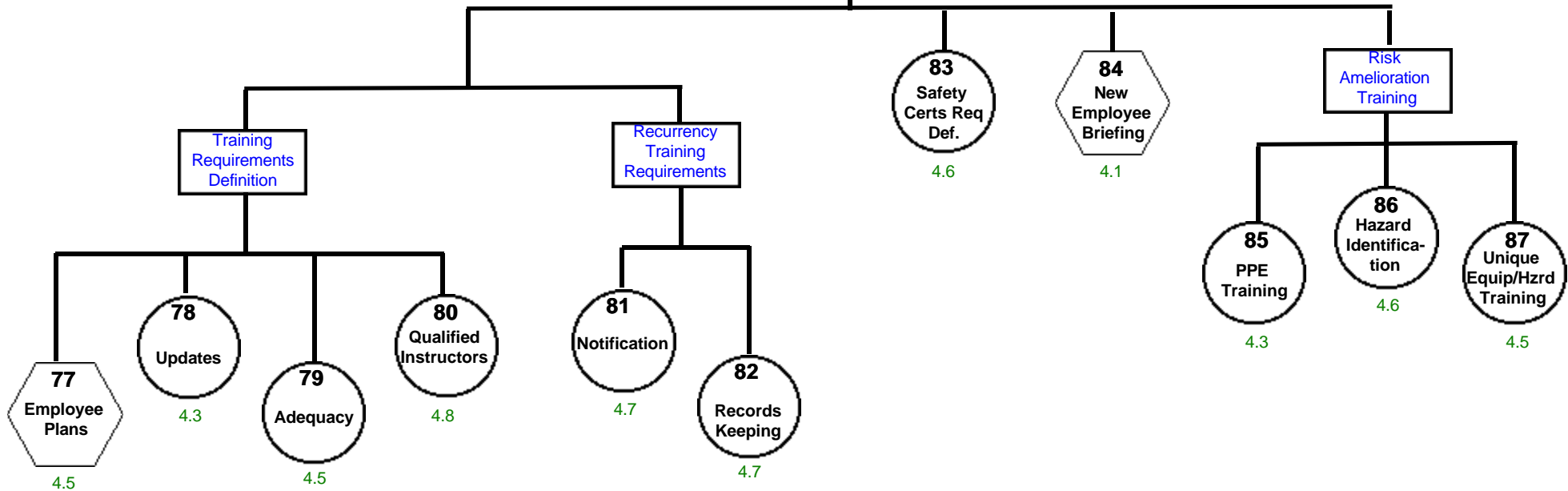


Supported Nasa Organization: Customer and Employee Relations Office  
Customer and Employee Relations Office

## Safety and Health Training

Organization: Rolled up to NASA Organization Level.

○ OSHA Question      ○ NASA Question  
▨ OSHA Question rated below 3.9      ▨ NASA Question rated below 3.9





## OSHA Get Well Plan for All Categories

Marshall Space Flight Center



**For Period**      **Supported Nasa Organization:** Customer and Employee Relations Office

May, 2001      **Organization:** Rolled up to NASA Organization Level

### Customer and Employee Relations Office

**Recommendations for improvement on your existing Safety and Health Program for**

**Questions rated below**    3.9

#### MISHAP RECORDS AND ANALYSIS

##### MISHAP INVESTIGATION

*Q 45* - (OSHA 1960.27) (OSHA 1900.1, para. (c.)(2)(ii)(D.)) Employee representatives should be a part of all inspections/investigations.

#### EMERGENCY RESPONSE

##### FIRST-AID

*Q 76* - (NPG 8715.3, para. 8 & 9) (OSHA 1910.151) Personnel trained in rescue, first-aid, and medical care should always be available on-site.